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ABSENTEEISM AND LABOR FLUCTUATION IN CZECHOSLOVAKIA

Comment: The Czechoslovak government is faced with a major problem in combating the excessively high rate of absenteeism and labor fluctuation (unauthorized quitting or changing of jobs) in Czechoslovak industry. The concern of the government with the problem (all the more serious since 1953 is the last year of the Five-Year-Plan) is reflected in the Czechoslovak press treatment of the subject. Before issuance of a drastic law to combat absenteeism on 30 June 1953, and until its unexpected rescission on 6 July 1953, the press daily printed an unprecedented volume of letters, editorials, resolutions, and demands for action against absenteeism. Most of the articles appeared on the front pages of the newspapers, and at times occupied approximately 20 percent of individual issues. All Czechoslovak newspapers available in FDD participated in the campaign against those who "were robbing the people and the economy." Immediately following rescission of the law, the press was unexplainedly silent on this subject.

The press reported absenteeism rates as high as 50 percent in some industries, some newspapers said that the reported figures would be higher if all absenteeism were reported. That the problem is not new is apparent from a statement made by President Antonin Zapotocky at the December 1952 plenary session of the URO (Ustredni Rada Odboru, Central Trade Union Council), as reported by the Bratislava L'ud of 2 July 1953. Zapotocky said that absenteeism in 1952 resulted in a loss which would require the entire Czechoslovak industry almost one and one half months to make up. Almost 37,000 workers would have to work the entire year to make up the production lost through unexcused or unjustified absenteeism permitted by the various plants, Zapotocky said. He added that the construction enterprises in Slovakia would have been able to build 2,700 homes in the time lost through absenteeism, and that 4 years of absenteeism during the Five-Year-Plan have cost Slovakia 10,000 homes.

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This report presents Czechoslovak press coverage of absenteeism and labor fluctuation from 15 April 1953 to 7 July 1953. Part 1 presents a survey of general press coverage. Part 2 contains press items dealing with absenteeism and labor fluctuation in individual industries, plants, and regions.

Also included are four appendixes: Appendix A is the text of the Law on Measures to Combat Absenteeism and Labor Fluctuation; Appendix B is the text of the Resolution on Absenteeism and Labor Fluctuation Adopted by URO Leadership; Appendix C is the text of the Czech government's reply to this resolution; and Appendix D is the text of the Law Rescinding the Law on Measures to Combat Absenteeism and Labor Fluctuation.

Numbers in parentheses refer to appended sources.]

Part 1. GENERAL PRESS COVERAGE

The 15 April 1953 issue of Rude Pravo, official organ of the Communist Party of Czechoslovakia, emphasized the seriousness of the problem of absenteeism and labor fluctuation in Czechoslovak industry when it said, "Greater success in socialist competition is constantly hindered by high absenteeism and labor fluctuation in Czechoslovak factories." (1)

During the period just before 1 June 1953 [effective date of the drastic monetary reform, which laid down a virtual "work or starve" policy and was preceded by many rumors of the reform], the Czechoslovak press published many communications allegedly submitted voluntarily to the URO and the various government ministries, discussing the reasons for the high rate of absenteeism and labor fluctuation and the efforts of individual factories and organizations to combat it, or demanding that the government take action to solve the problem. Such appeals, represented as coming from all sectors of the economy and from many works councils and other organizations, generally followed the same pattern. The following are examples of such published items.

Blast-furnace workers of the Klement Gottwald Ironworks in Kuncice forwarded a resolution to the URO in which they stated that every worker who misses five shifts without an excuse would be regarded as undependable and would be dealt with as such. Shirkers will be concentrated into one group which will be excluded from the ranks of the honest workers. (2)

It was proposed (by workers in the Edward Urx Mine in Petrkovice) that those who miss shifts without an excuse be dealt with as follows:

1. They should be deprived of a portion of their coal bonus.
2. They should lose a portion of their annual leave for every shift that they miss.
3. They should be made to pay a fine for each shift missed, to go into the enterprise workers' fund.
4. Habitual absentees should be sent to correction camps. (2)

Karel Roubal, wearer of the Order of Work, and a worker in the Sokolov Brown Coal Mines and Briquette Plants, wrote the following letter to the editor published in the 20 May 1953 issue of Rude Pravo:

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We must stop the "chronically ill," those who receive a doctor's permission to remain away from work, and then go to a tavern to play cards. Such "illnesses" will have to be cured by a different method. The writer favors heavy sentences and punishments for such laggards. If the law is applicable to the honest worker, the slacker should be even more subject to it.(3)

Alois Pivonka, workshop foreman in the Skoda Works in Prague-Smichov, wrote in the 21 May 1953 issue of Prace that, "To stop this thievery of the progress accomplished by the honest people, I can see only one remedy: some sort of wage policy in all plants, so that those who are only 'visitors' would have no reason to seek an easier way to earn money. Also, foremen should be given authority to send incurable slackers to an 'educational improvement institute' after they have been certified as such by the plant council."

Pivonka added that, when he took over the workshop, the young people in the shop fulfilled the norm by only 40 to 50 percent. The worst offender was Tikal, a member of the CSM (Ceskoslovensky Svaz Mladeze, Czechoslovak Youth Federation). However, Pivonka said, Tikal has been reformed. Pivonka said that the plant has taken severe measures against slackers, including fines, withdrawal of ration cards, reduction of vacation time, and visits by co-workers to the homes of absentees and those who feigned illness. However, all such measures failed, and there is a loophole in the law, Pivonka said.(4)

The 22 May 1953 issue of Prace published the following article, signed by Václav Vesely, secretary of the ÚRO.

Great losses to the national economy are caused by the laggards, the simulators, the chronic complainers, and those who sometimes pretend illness. They miss shifts without a valid excuse, perform their work assignments carelessly, and do not give proper care to socialist property, but make full use of all the benefits of compensation insurance. Their poor attitude toward work undermines the morale of the remainder of the force.

Each ROH (Revolucni Odborove Hnutí, Revolutionary Trade Union Movement) functionary must be active in leading his people toward true socialist work discipline. The battle against absenteeism is the foremost task of all ROH units in the plants.

Elimination of unexcused absences, simulated illnesses, and the so-called incapacity for work must be the special task of the compensation insurance commission. The commission must remove all causes of genuine illness, provide for enforcement of health regulations, enforce all accident-prevention measures, and apply pressure to doctors to reveal the hypochondriacs and those who simulate illness. To do this, the commission must gain the cooperation of the majority of workers, and maintain close contact with the Safety and Accident Prevention Commission (Komise Ochrany a Bezpečnosti Prace), the Housing and Social Welfare Commission (Komise Pro Bytové a Sociální Otázky), and the Commission for Mass Culture Activities (Komise Kulturního Masové Prace).

The fight against absenteeism is not intended to keep ill people at work. Rather, the aim is to unmask people who are using illness and the medical profession as a means of evading work. Actually, the disclosure of all such illness-simulating, chronic callers at the doctor's office will result in better medical care for those who really need it. If the commission finds that the doctor's certification of inability to work is false, or that the certification is issued on the basis of false statements by patients, it should notify the doctor and make him rectify the error. The commission will remind the doctor of the necessity for consistency in the performance of his certification duty, especially if it will refuse to grant benefit payments.

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The ROH must show increasing interest in illness-prevention measures. Public hygiene, especially in all places of work, is an imperative task for the commission.(5)

An indication that even those workers who reported for work regularly are in sympathy with absentees was given by an article in the 22 May 1953 issue of Lesy a Drevarsky Prumysl (Forests and Wood Industry), which called on all sections of the ROH to put an end to the "false solidarity" between the workers and the disrupters of work discipline. This article continued as follows:

The factory councils must request the plant management to keep a record of absenteeism and labor fluctuation, and of the reasons for it. The councils must also make a thorough investigation in individual workshops and industries to learn the reasons for these violations. Methods must then be formulated to eliminate the violations. The National Insurance Commission (Komise Narodniho Pojisteni) must investigate absenteeism resulting from sickness or injury, ascertain the causes, and attempt to reduce it. The Housing and Social Welfare Commission must create favorable conditions for the employment of women, especially in view of the problem of caring for children.

Every plant functionary of the ROH should set an example in the maintenance of work discipline. There should be discussions among factory councils, plant management and URO representatives. The reason for absenteeism and labor fluctuation are urged as the topic of discussions during production conferences and 10-minute workers' meetings.(6)

Employees of the Marshal Rybalek Plant in Decin asked the party and the government to make it possible to mete out severe punishments to incurable absentees. The employees said that existing laws were not enough, and that more severe measures were needed to fulfill the Five-Year-Plan. Miners in the Jan Zizka Mine in Chomutov adopted a resolution calling on the mine authorities to take the most severe measures possible against all saboteurs of the economy. Workers in the Spojene Ocelarny (United Steel Plants) in Most adopted a resolution on 1 May asking the government to end, once and for all, sabotage of the national effort by absentees and to adopt a law severe enough to handle such disrupters.(7)

The character of the campaign of vilification of absentees was shown in the 27 May 1953 issue of Rude Pravo, which said, "By his laziness, citizen 'Bulac' /derogatory term meaning 'one who shirks work'/ robs his family, his co-workers, and the children of the working people. He is a parasite who robs the common table of hundreds of millions of crowns a year."(8)

Attempts to Fix Blame

In an attempt to find a scapegoat for absenteeism and labor fluctuation, the Czechoslovak press and many government officials blamed enterprise managers and party organizations, and often castigated them for tolerating poor facilities for the workers and lack of proper medical care and hygiene. The following are examples of this kind of article.

Rude Pravo of 14 May 1953 said that rather serious results in the productivity of Czechoslovakia are evident from labor fluctuation. The paper said that in some cases the plant management is at fault, as in Lipno. It added that no one at the /construction/ site of the Lipno Dam knew how many people worked there and no effort was made to find out who was working and who had left to work elsewhere. According to the paper, so many shifts were missed in construction work alone during 1952 that another Kuncice /main coal-steel combine in Czechoslovakia/ could have been built with the lost time.

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The frequent interruption of state and work discipline occurs because the party organizations are indifferent, and are sometimes, in agreement with the absentee if he is a Communist, said Rude Pravo. (9)

The 15 May 1953 issue of Rude Pravo reported that President Antonin Zapotocky, made the following statements at a conference of the Trade Unions Council held at the Radio Palace in Prague.

"The unfulfilled plan for the first quarter of 1953 indicates that the trade unions have not fulfilled their duties 100 percent.

"The successes achieved in building socialism could have been much greater were there not some who are intent on disrupting work discipline and who do not work honestly; on the contrary, they live at the expense of the honest workers. Whether these slackers float from job to job, resort to absenteeism, or cause a disproportionate amount of rejects by carelessness, they hamper productivity and injure the economic plan. Even if 75 percent of the people work honestly, there are enough slackers, floaters, etc., to cause serious disruptions. The trade-union organization is here to take quick action to prevent sabotage and scotch it from the beginning." (10)

A typical comment, in the 20 May 1953 issue of Rude Pravo, stated that absenteeism in the mines would not be so high if the party organization workers, especially the work councils, would attack the evil forcefully. (3)

The 28 May 1953 issue of Rude Pravo quoted the chairman of the plant council in the MP3 at Znojmo as saying that absenteeism was negligible in the plant; in March 1953 the plant had 512 absences due to illness, unexcused absences amounted to only 24 days; and in April the figures were still lower.

Attacking this statement, Rude Pravo said that the truth was that the plant gave permission in March for 523 days of excused absences, and that excuses granted for "filling public offices and schooling" accounted for another 208 days. Whether the absences are authorized or not, the plant still does not get the work done, Rude Pravo stated. (11)

Bratislava Praca of 30 May 1953 said that, unfortunately, honest workers are justifying laziness because of a false sense of solidarity. (12)

In reporting a speech by Antonin Zapotocky at a meeting of the URO leadership held in Prague on 19 June 1953, Rude Pravo of 20 June 1953 attributed the following statement to Zapotocky:

"The brown-coal production plan is not being fulfilled, especially in the Ostrava-Karvinna region. This is a disruption of the entire economy and the shame attached to it reflects on the unions.

All union organizations can help the miners by quickly furnishing 4,000 of their best functionaries to assist the miners in increasing production.

Bad working morale among young people is the fault of the union organizations. Therefore, the union organizations must pay more attention to the working youth, both by setting examples through the best workers and also by indoctrination and education." (13)

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Physicians Favor Slackers

Some Czechoslovak press comments indicated that the efforts of workers to evade work had the sympathy, if not the direct collusion, of many physicians. Thus, workers were able to plead illness and receive insurance benefits while remaining away from work. The following items illustrate this aspect of absenteeism.

Miners in the Dul Ceskoslovenske Armady (Czechoslovak Army Mine) were receiving, from Skutchan, the mine doctor, certificates entitling them to sick benefits and authorization to miss work even though they were not ill. The trick was to claim a backache, and pretend that one could not bend over. Because absenteeism at the mine was increasing daily, the plant management summoned Skutchan and told him that they did not want him to certify everyone as being ill. The next day, Skutchan constantly telephoned the mine director's office, asking whether or not he should certify his patient as ill, since the director was making the decisions. Skutchan was told to follow orders. He did this and since then he has certified as ill those who are merely lazy and has sent men with a high fever back into the shaft.(14)

The 28 May 1953 issue of Rude Prave published an article discussing a report on the "healthy" sick made by the Trinecky Hutnik (Trinec Miner), the plant newspaper. Inspection was made at the homes of "seriously" ill people. Of 35 patients, 16 were found to be chopping firewood or cutting trees in the forest; others were doing spring work on farms, and some were helping neighbors with construction or repair work on their homes.(11)

An article signed by R. Plskova, from Ratiskovice, said that the percentage of "illnesses" are far above average, and average 3-4 days in duration. One entire gang became ill at the same time in the Dul Obrance Miru (Defenders of Peace Mine), according to Plskova. He said that it was not an epidemic but "urgent work in a vineyard" and lasted exactly one week. Each member of the gang actually presented a certificate signed by a physician, even though no such illness appears in any medical book, said Plskova.(15)

Prague Prace of 30 June 1953 said that Czechoslovakia had two types of physicians. The first type understand their task in the construction of socialism, provide good care for the sick, and also have the courage to carry out just, though sometimes unpopular, policies Prace said. The others, the paper said, are popular because they lightheartedly endorse medical excuses for absence from work, readily approve sick benefits, the right to rationed supplies, transfers to other work, or special medical treatment, etc. Prace said that the latter would have to be treated as malingerers because they harm a common cause. The newspaper continued as follows:

Physicians can really influence the percentage of absenteeism due to illness. About 70 percent of workers unqualified for work are usually out for a maximum of 7 days. Many times the factories announce the illness when the "healthy sick" are already returning to work.

The irresponsibility of some physicians is evident from the statements they make that the physician's task is to heal and not to judge whether or not a person is qualified for work. Dr Adamik, a factory physician, has no knowledge of working fitness; he keeps no card index of those unfit for work; medical examination reports are piled on his desk; he does not maintain regular working hours; he gives no diagnosis or preliminary examinations, and knows nothing about the National Insurance Commission in the factory. His factory had an absenteeism rate of 28.9 percent up to the end of May 1953.

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In the Trinec Construction Enterprise, a hospital nurse dispenses powders and pills and passes on who is fit for work.

The amount of time which the directors of the UNV (Ustredni Narodni Vybor, Central National Committee) devote to developing working fitness in their own institutions is evident by the following data.

The OUNZ (Okresni Ustav Narodniho Zdravi, Okres Institute of Public Health), Prague II, reported that 7.07 percent of its workers were unfit for work in April 1953. The OUNZ in Prague VII reported 7.96 percent of its workers unfit for work during the same month. The Vinohrady Hospital in Prague reported as many as 9.82 percent of its workers unfit for work [in April 1953?].

In contrast, the KUNZ (Krajsky Ustav Narodniho Zdravi, Kraj Institute of Public Health) in Ceske Budejovice reported only 2.39 percent of its workers unfit for work during the same period, and the OUNZ in Trebic reported only 1.70 percent. The reason for the disparity is that the leaders underestimate the significance of factors other than sickness in evaluating unfitness for work.

Workers should uncompromisingly deal with those employees who press physicians to pronounce them unfit for work. Such pressure was applied to Dr Tichalka in a Trinec factory dispensary. Workers must also offer full support and protection to physicians who perform their difficult tasks with responsibility. Closer cooperation between physicians and the National Insurance Commissions is necessary. (16)

Efforts to Combat Absenteeism and Labor Fluctuation

The 14 May 1953 issue of Bratislava Pravda said that the Ministry of Labor and Manpower is using a mobile propaganda exhibit which employs graphs, photographs, and statistics to show how lack of working discipline handicaps production. Pravda said the exhibit glorifies the best workers and miners and shows how the struggle for better working morale is also a struggle to increase the material and cultural level of all the people as well as a battle for lasting peace. Pravda continued by quoting a statement from Rude Pravo that the people's democratic community has no unemployment, unlike capitalist states, but does have an increasing need for manpower. (17)

On 12 May 1953, the URO issued a proclamation against absenteeism and labor fluctuation, which was reported by the Prague Prace of 13 May 1953.

The URO noted that, compared to the first quarter of 1952, production in 1953 had increased by 2.8 percent for all of industry and 14.1 percent for heavy industry alone. However, it was added, the plan was fulfilled only 97.7 percent during that period. The high rate of absenteeism was given as the main reason for this failure; labor fluctuation was called a damaging factor. During 1952, according to the URO, labor fluctuation was the same as if every third person had changed his place of employment.

The URO continued by saying that workers should be more conscientious about settling accounts with absentees and those who change employment, and charged that responsibility for the situation falls on the labor organizations and plant leaders who fail to adopt a firm stand. These, the URO said, do not attempt to satisfy the workers, or care for their needs, including living quarters.

The URO then called on members of the ROH to strengthen working and state discipline and to take a stand against those "who rob you and against the disrupters of work discipline." Young workers were asked to emulate the winners of state prizes, and working women were asked to emulate Soviet women and stand in

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the front line in the fight. Agricultural workers, plant directors, master workers, technicians, functionaries of working committees, plant committees, etc., were urged to fulfill the plans and strengthen work discipline, for the victory of socialism.(18)

The 14 May 1953 issue of Rude Pravo said that all honest workers in Czechoslovakia will hail the URO proclamation, since the honest workers are interested in the accomplishments during the past few years, which could have been greater if all the people had worked as hard as the majority. So far, the most effective weapon against absenteeism has proven to be the earnest reprimand, said Rude Pravo.(9) Many other articles indicating approval of the proclamation by workers in various enterprises were also published.(17) The press also mentioned that workers in many different plants agreed that a determined battle against absenteeism and labor fluctuation should be waged. This was often discussed at the 10-minute workers' meetings in the plants.(19)

The 20 May 1953 issue of Praca reported that workers in the Zapadoslovenske Tehelny (West Slovakian Brick Factories) in Pezinok fully agree with President Zapotocky that the time had arrived to stop merely talking about the lack of work discipline and to use all possible means to convince saboteurs that disruption of the building of a better future will not be tolerated. An appeal was also made to activists, in which concrete examples were discussed and deductions were made of the reasons for disruptions of work discipline in the factory. A resolution requested that no more appeals be addressed to habitual disrupters. Instead the following warning was issued, according to Praca.

1. Experience has shown that good results were obtained when absentees were denied supplementary ration coupons.
2. Absentees should be denied even basic ration coupons, because absentees utilize the time lost to supplement their earnings by unfair practices and thus are able to buy better on the free market.
3. Absentees should not be given a ration card for work shoes or clothes. If the factory council allots them anything, such action will be regarded as a loss of confidence [in the council?].
4. The law governing annual leave should be respected, but the absentees should have their leave curtailed.
5. Workers' courts should be established in the factories. Such courts would conduct trials before a prosecutor and representatives of factory workers. Thus, honest and conscientious workers would not suffer because of the mistakes of others.(19)

Many other requests for drastic action by various enterprises and groups were published in the press. Workers in the Vitezny Unor Mine in Ostrava suggested that incurable slackers be sent to correction camps.(20) The enterprise council of the Petr Bezruc Mine in Ostrava forwarded the following suggestion to the government:

1. If an employee misses two or three shifts in one month without a valid excuse, he should be fined by having basic ration coupons withheld.
2. Incurable absentees who remain "ill" after missing shifts should be fined by having sick benefits reduced up to 50 percent.
3. Employees missing more than three shifts in one month without a valid excuse should be punished by corrective measures for one month. They should be compelled to work the entire penal period in the plant where the shifts were missed [possibly at reduced wages?].

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4. Existing penal sanctions should remain in force.(20)

The press said that various groups of workers discussed the lack of work discipline and its effect on fulfillment of the Five-Year Plan, and have pledged themselves to combat absenteeism and complete the plan.(21)

The 30 May 1953 issue of Rude Pravo said that, only a month before, news about absenteeism or labor fluctuation was rare in the kraj newspapers, but that, after the presidium of the URO had awakened editors, news items on absenteeism have been appearing more frequently.(22)

The 30 May 1953 issue of Rude Pravo, quoting the Pardubice Zar, said that the Bulletin of Honor hangs next to the Bulletin of Shame in the Synthesia Enterprise in Semtin. On the Bulletin of Honor appears the portrait of 65-year-old Julia Stehnova, who has not missed a shift without a legitimate excuse since 1945. She has been taking LKR (Lidove Kursy Russtiny, People's Russian Courses) and is now able to read Russian books in the original. She writes for the plant newspaper and is active in party work. She has been honored for her good work by the Kraj National Committee. The paper expresses the hope that her example will shame those whose names appear on the Bulletin of Shame.(22)

Law Providing Punishment for Absentees

On 3 June 1953, the government of Czechoslovakia passed law No 52, designed to combat absenteeism and labor fluctuation. The law, effective 1 July 1953, was signed by the president, vice-president, and 40 other members of the government, and was published in Sbirka Zakonu (Collection of Laws) on 30 June 1953. Allegedly issued because the trade unions were unable to cope with the problem, the law provided methods of controlling labor fluctuation and absenteeism, including criminal prosecution. Section 1 states that "it is necessary to increase the responsibility of leading workers for the maintenance of firm working discipline and to introduce more stringent measures against those who damage the efforts of the workers of Czechoslovakia." (For the full text of the law, see Appendix A.)

Rude Pravo for 30 June 1953 said that, in issuing the law, the government had yielded to the requests of all honest workers for a firm stand against saboteurs of the national economy, and had set punishments for disrupters and incurable slackers. During the first quarter of 1953, only about 110,000 of each million citizens were actually working. Ten percent of the labor force, which consists of more than 3 million people, changed their jobs during the first quarter of 1953. In many cases the fault lies with management, but the laws pertaining to absenteeism were also weak, said Rude Pravo.(23)

Gustav Kliment, president of the URO, said that a firm hand must be used against those who cannot be rehabilitated, and that stirring up the workers against the notorious disrupters of production is justified. The government law is a great weapon in the hands of the workers, he added, but will not be fully effective unless the causes of absenteeism and labor fluctuation are investigated and removed. Kliment said that education of the workers is one of the most important means of fighting disruption of production; punishments provided for in the law, have an educational purpose, namely to help those who set out on the wrong road.(24)

Bratislava Praca of 1 July 1953 called on plant directors to make a thorough analysis of absenteeism and labor fluctuation as soon as the law went into effect, in order to take immediate steps to remove all causes of shortages and thereby improve living conditions. Praca continued as follows:

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Employees, brigade and transitory workers, and especially new workers, should not be shifted from place to place, but should be organized into strong work squads and placed under the patronage of the best workers. The master workers should be told to give aid and advice and to demand that the workers be prompt in reporting for work, in maintaining proper working hours and in eliminating absenteeism. All plants should attempt to improve the working skill of their employees, especially of the beginners. Courses should be organized in the plants. Sanitation should be improved and showers installed in some of the more important plants. Greater interest should be shown in transient employees, checks should be made on the type of food they receive, and attention should be devoted to their cultural welfare. Work performance should be recorded on the Obcansky Prukaz (Identification Card) at all times, and where such information is missing it should be filled in. The guilty should be punished, and the new law should be applied in the spirit of Stalin's great concern for the welfare of the individual. The new law is only the first step towards strengthening the national economy, the buying power of the new crown, and the living standard of the working masses. (25)

The law makes clear, according to Bratislava Pravda of 1 July 1953, that punishment should be a last resort. The paper said that the punishment must be used to educate the absentees and floaters. It also noted that very often plant managers and factory councils overlook this important aspect of their work. The paper added that in many plants, especially in heavy industry and construction enterprises, little attention is given to new employees and to their indoctrination. Insufficient consideration is given to their housing problems, board, transportation, cultural and sport activities, and health and social needs. Pravda continued, saying that wherever a worker fails to find an agreeable environment, and where he did not develop with the factory, fertile soil for absenteeism and labor fluctuation will always be found. (26)

Rescission of Law on Absenteeism

On 6 July 1953, the Czechoslovak government suddenly and unexplainedly rescinded the Law on Measures to Combat Absenteeism and Labor Fluctuation, which had become effective 1 July 1953. Although the full implication of this unprecedented action is not yet clear, it was probably prompted by widespread hostility on the part of the workers and perhaps a drastic increase in the number of absentees. Mindful of the 17 June 1953 riots in East Germany (and subsequent disturbances in Czechoslovak industrial areas) and the apprehensiveness and restlessness of a populace still smarting under the 1 June 1953 monetary reform which left it entirely dependent on the state for sustenance, the government leaders may have decided to rescind the law rather than chance a situation which might get out of hand.

A notice of rescission (see Appendix B), published in the 7 July 1953 issue of Rude Pravo, was almost hidden in a published statement issued by the government in answer to a 6 July 1953 resolution by the URO (printed alongside the rescission notice and appended hereto as Appendix C). The URO resolution pledged that it would "assume full responsibility for eliminating" absenteeism and labor fluctuation, and called on the government to rescind that section of the law providing for criminal prosecution of absentees. This resolution is in striking contrast to previous declarations by members of the government, from President Zapotocky down, that the URO was incapable of handling the problem.

The full text of the rescission (appended hereto as Appendix D) was published in the 22 July 1953 issue of Sbirka Zakonu as Law No 59 but, contrary to normal procedure, was not published in the general press during the dates covered in this report. The wording of the URO pledge, the government's published answer, and the text of the act of rescission all suggest that the government has attempted to give little prominence to the rescission and thus minimize its

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hasty retreat. The government's retreat was all the more complete in that it rescinded the entire law, and not just that portion providing for criminal prosecution, as requested by the URO in its 6 July 1953 resolution.

PART 2. ABSENTEEISM AND LABOR FLUCTUATION
IN INDIVIDUAL INDUSTRIES, PLANTS, AND REGIONS

CONSTRUCTION INDUSTRY

Building Industry

Manpower in the building industry [In March 1953] was 75 percent of planned strength. In Liberec, about 300 masons left the national enterprises of the Ministry of Building Industry. They were certified as ill for about one week and later were found working in communal enterprises.

Absenteeism in enterprises of the ministry amounted to the equivalent of 2½ million [sic] one-day shifts during the first quarter of 1953. More than 500,000 of the absences were unexcused, while those caused by illness and those which were authorized amounted to 1,123,054 shifts.(27)

Stredc Slovenske Stavby (Central Slovakian Construction Enterprises), Zvolen, Slovakia

The enterprise is renovating the Sverma Ironworks in Podbrezova, where plan fulfillment is falling behind. The sheet-metal rolling mills should have been completed in mid-July 1953 but are 2 weeks behind. The open-hearth furnace should have been completed by mid-October 1953, but is approximately 2 months behind schedule. Failure to complete the work in Podbrezova endangers fulfillment of the plan in the future months and disrupts the work of other plants supplied by the ironworks.

Brigades of employees of the ironworks are helping the construction workers, but their enthusiasm is not reflected in the amount of construction accomplished. The workers desire to complete the work on schedule but the construction administration has failed to utilize their initiative and to direct it properly. Many administrative personnel, as well as director Kubik, are not trying hard enough to establish individual responsibility, and fail to draw conclusions from the disruption of working discipline.

Failure to utilize mixers and trucks, disagreement over various tasks, etc., help to create conditions conducive to absenteeism, which exceeded 50 percent in April 1953. During June, the workers had no written work plan and failed to understand their tasks and wages. It was not unusual for the norm-setter to change the norm without giving a reason for his action.

Surovy, who was transferred from the personnel division of the ONV (Okresni Narodni Vybor, Okres National Committee) in Brezno to the work site in Podbrezova, does not handle the workers properly, sending them from one person to another for matters which could have been settled in another manner. Some workers are angry because they have not received their children's allowances for the last quarter of 1952, and have not received any for 1953.

The factory council also fails to create conditions for improving work discipline. The best workers failed to be elected to the council. Workers who attempted to express criticism were accused of trying to disrupt the meeting, and did not dare make further criticism. The better employees, who were interested in seeing that only the most outstanding workers were elected to the council, were not even called to the meeting.

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The council fails to perform even basic obligations. Although the workers paid their union dues, they have not received their union stamps for several months. Pinka, president of the enterprise council, drinks during working hours with chief engineer Langer, Gertly, and others, instead of setting an example and discouraging alcoholism. The young norm-setter Bariak sometimes works conscientiously but at other times spends half of his work day in a tavern.

Thus far the enterprise council has tolerated this situation, but it must not be permitted to continue if the work is to be completed. Certain matters must be settled with the directors of the Stredoslovenske Stavby in Zvolen, so that unscrupulous individuals in the construction administration will not disrupt, or make distasteful, the work of the majority.(28)

Pozemni Stavby (Surface Construction), Ceske Budejovice

There were 6,697 unexcused absences in the first 4 months of 1953, or a daily average of 67 unauthorized absences. Seventeen new housing units could have been constructed with this lost time and labor.

Vladislav Cervenka, enterprise director, said that since the habitual disrupters of the enterprise's production would not reform, the most stringent measures should be taken against them.(29)

Pozemni Stavby I, Pardubice

F. Mikes, president of the plant council, writes that the enterprise was given the task of building the new Dukla housing project for workers in the chemical industry and other important plants.

On some days, absenteeism reached 26 percent, and fluctuated between 20 and 25 percent for several months. After the proclamation by the URO, incurable absences were sent to the prosecutor for an interview, with results almost immediately apparent. Absenteeism in May dropped to 14.2 percent, of which 4.5 percent was unauthorized. Since the currency reform, absenteeism has decreased to 11 percent for the first 25 days in June, with only one percent unauthorized.(30)

Pozemni Stavby, Pardubice

J. Javurek writes that the plan was fulfilled only 94.1 percent during the first 4 months of 1953. The main reason was that absenteeism on all buildings averaged 19 percent, with 5-6 percent unexcused. The time missed is equal to the time required to construct 39 new housing units.

It is necessary to proceed in a firm manner against the saboteurs who will not listen to reason.(31)

Trinec Construction Enterprise

The plan is being fulfilled only 85 percent. Absenteeism during April 1953 represented a loss of 22.24 percent of working time, and 10 percent of this was unexcused. The daily absence of only one percent of the workers deprives the Czechoslovak national economy of 350,000 man-hours.

Less than half the workers reported for work on 4 April /5 April was Easter Sunday/. Almost 55 percent of working time was wasted on that day, and 187 workers did not even consider an excuse necessary. Another 187 shifts were missed on 7 April, with the number decreasing slightly during the following days. On 13 April, 113 workers remained at home without excuse, and so lengthened their Easter holidays from 2 to 10 or more days. The time idled away on 4 April could have been used to build more than 1.5 housing units.(8)

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Pozemni Stavby, Gottwaldov

During May 1953 absenteeism amounted to 1,957 shifts, or the work of more than six people for an entire year. Twelve housing units could have been built in the time missed. The currency reform raised the work morale of some persons, but even after that absenteeism amounted to more than 16 percent.

During May 1953, about 6,527 shifts were missed throughout the enterprise. The majority of absentees are young workers.(32)

Pozemni Stavby, Uherske Hradiste

During May 1953, absenteeism amounted to almost 20 percent, or 2,837 shifts.(32)

Pozemni Stavby, Presov and Humenne, Slovakia

Absenteeism, labor fluctuation, and unpreparedness were responsible for the fact that the enterprise fulfilled the plan for the second quarter of 1953 by only 68.7 percent. The home plant of the enterprise in Humenne had an absenteeism rate of 20.7 percent in May 1953. The employees sent telegrams to the URO in which they expressed their agreement with the government's law.(28)

Lipno [Dam] Project, Ceske Budejovice

Absenteeism in April 1953 amounted to 2,454 working days, which represents the work of 100 persons for one month. The project has consistently been short about 400 men, but this shortage was not the main reason that the plan was fulfilled only 75 percent [for the first 4 months?]. Absenteeism is also a contributing factor. The plan for April was fulfilled only 61 percent.

The enterprise council tried to remove the causes of employee trouble by improving the food in the plant dining room, stocking the canteen with foods and confectioneries which cannot be found in some kraj cities, installing a clothing shop, and arranging for direct bus transportation to and from work.

Zdenek Sykora, editor of the plant newspaper, said that the main error was that habitual slackers were not given unfavorable publicity. They should have been denounced as enemies.(31)

Absenteeism in 1952

Absenteeism among construction workers amounted to 19 percent in 1952. In the fall of 1952, the industry failed by 7 percent to fulfill the 4th year of the Five-Year-Plan. An enterprise the size of the new Klement Gottwald Works in Kuncice could have been built from the number of shifts missed in 1952.(8)

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CONFIDENTIALCOAL INDUSTRYOstrava-Karvinna Mines

Absenteeism has reached an average of 18 percent. The slacker does not realize that the 16 quintals of coal which he did not dig is not merely one shift missed, but represents more than a year's supply of coal for one family, or the quantity of coal required to produce the steel for 122 bicycles or 8 motorcycles. If exported, the 16 quintals represent coal for 166 garments, or 385 kilograms of pork, or tobacco for 122,000 cigarettes. (9)

In some cases, the manager of the sector conceals the delinquency of his men by marking missed shifts as "authorized leave." Sector leader Kulha, in the fifth sector, in the Zarubek Mine, does this. Some plants send selected slackers, whom they do not want, into the mines to get rid of them. The Knaivo Pole Plant in Brno and the Zbrojovka Plant in Brno are guilty of this.

The great manpower shortage in the Ostrava-Karvinna Region is caused by the high incidence of injury as well as by absenteeism. Most of the accidents occur where young and inexperienced people are working. One third of the accidents result in hand injuries.

The lack of housing is another cause of absenteeism. The plan for construction of housing units for miners has not been fulfilled. The fault clearly lies with the Ministry of the Construction Industry and the Ministry of Fuel.

The currency reform will greatly assist in the fight against slackers and absentees, since they no longer will be able to live without work. (33)

South Moravian Region

There were 554 shifts missed in May 1953 because of accidents. The time lost cost the equivalent of 1,127 tons of coal. There were 102 unexcused shifts missed in April 1953, amounting to a loss of 212.2 tons of coal. Unexcused shifts missed during the first 16 days of June amounted to 121, while accidents caused another missed 310 shifts, representing a loss of over 600 tons in coal production. (34)

Jihomoravské Doly (South Moravian Mines)

Absenteeism in the Pokrok Mine is more than 19 percent and the mine has fulfilled its plan since the beginning of June by only 79.8 percent. Absenteeism in the Frantisek Mine is 18 percent; plan fulfillment from the beginning of June 1953 is 93.4 percent. (15)

Zarubek Mine, Ostrava-Karvinna Region

Absenteeism has been as high as 25 percent [in the first quarter of 1953]. The plan is being fulfilled only 90 percent. The number of honest workers is not great enough to make up the difference and they cannot close the graphic cycle. Only five shifts make up the graphic cycle norms for 11 shifts. Absenteeism has a great effect on the use of machines and their high rate of breakdowns, and also delays at the beginning and ending of work. (37)

Worker Richard Laskovsky missed a shift because, he claimed he became ill from eating liverwurst. Laskovsky uses this excuse frequently to cover up his drunkenness and inexcusable absence. Many shirkers in this mine have imaginary ailments. (2)

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CONFIDENTIALPetr Cingr Mine, Ostrava-Karvinna Region

Absenteeism amounts to 80 shifts daily.(35)

Hlubina Mine, Ostrava-Karvinna Region

The loss due to absenteeism amounted to 13,000 tons of coal [period not specified].(35)

Mir Mine, Karvinna

Absenteeism amounted to 1,808 shifts during the first 4 months of 1953. The mine also owes the Five-Year-Plan 30,440 tons of coal.(11)

Vitezny Unor Mine, Ostrava

The enterprise council issued a leaflet which pointed out what the loss of a single shift means to the national economy. The leaflet also listed the names of the worst absentees, such as Drahut, Holis, Canik, Beck, and Nekifor. The leaflet ended with the words, "We will not tolerate one shirker in the mine."(2)

Stalin Mine, Hrusov

Fifty miners stay at home daily. Karel Budikovsky, president of the enterprise council, and two members of the National Insurance Commission learned that most of the absentees are young people.(2)

Doubrava Mine, Ostrava

Monthly absences average 700 shifts, or 30 shifts every day. The number of working days planned for the month [of May] was 24.

Vlastimil Jarous, a notorious slacker, missed 13 shifts during the month and Miroslav Reznicek missed 15. [The trade union, and especially the party functionaries, was criticized for not fighting absenteeism.] (22)

Lidice Mine, Ostrava

The management found that in adopting the method of setting norms on an individual basis, the per-capita production during April had risen from 1,296 tons to 1,544 tons and absenteeism had dropped 3 percent.(7)

Jiri Mine, Lomnice

Some 9,068 shifts have been missed since the beginning of 1953, representing a loss of 32,463 tons of coal.(3)

Petr Bezruc Mine

Although the mine is behind on plan fulfillment, 35-40 shifts are missed daily. Pakmovsky (young and newly married), goes fishing instead of going to work and has 11 unexcused absences since the first of 1953. Alois Popelar missed 24 shifts, Karel Kubik missed 23, and even an old employee like Josef Markovsky has missed 16 shifts during 1953.(11)

Dul 25 Unora (25 February Mine), Hove Sedlo

So many miners are absent that only two shifts are operating, whereas three could be worked easily.(3)

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CONFIDENTIALDukla Mine, Habartov

From January to April 1953, more than 3,200 shifts were missed. If these shifts had not been missed, the mine could have easily produced an additional 11,216 tons of coal.(3)

Jednota Mine, Nove Sedlo

Absenteeism amounted to 1,540 shifts in the first 4 months of 1953, which means a loss of 7,812 tons of coal.(3)

Sylvestr (Surface) Mine, Dolni Rychnov

Absenteeism was so high that the mine occasionally produced only 46 percent of the daily plan [period not specified]. Only recently, the mine began fulfilling the plan approximately 60.5 percent.

Miri Hak missed ten shifts from 1 to 23 June. Jan Vrbata missed 12 shifts, Frantisek Cervicek, 8 shifts; Jan Wertheim, 14 shifts; Julius Skop, 11 shifts; etc.

The party, the enterprise council, and the mine management seem to pay very little attention to this absenteeism. On 1 June 1953, 26 workers were absent without an excuse; on 2 June, 15; and on 3 June, 20. During the first half of June, 240 workers were absent without permission.(30)

Ceskoslovenska Armada (Czechoslovak Army) Mine

Young miners missed 727 shifts during May 1953.(36)

Prvni Maj (First of May) Mine

Young miners missed 536 shifts during May 1953.(36)

Potorske Bane (Potor Mines), Potor

In 6 months of 1953, 326 miners came to work in the Potor Mines but 203 workers left during the same period. In 5 months, the absence of these workers resulted a loss of 490 carloads of coal.(28)

Antonin Mine, Zbysov near Brno

There were 4,687 days of unexcused absences during 11 months of 1952, or an average shortage of 16 men per day. If the absentees had worked, 283 more carloads of coal could have been produced. At the end of 1952, the mine had failed to fulfill the plan by this amount.(29)

CHEMICAL INDUSTRYSynthesia, National Enterprise, Sentiin

Frantisek Jan has been absent 27 shifts since the end of January 1953.(22)

Chemické Zavody (Chemical Plants), Zilina, Slovakia

Absenteeism amounted to 519 unexcused shifts during the first 5 months of 1953. Worker Stefunda, in the supply division, missed 1,232 working hours, Labak missed 96 hours, and Lokaj missed 72 hours.(28)

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CONFIDENTIALChemical Plant, Usti nad Labem

Sector 320 had 14 unexcused absences in April 1953 and 11 in May 1953. However, the entire enterprise had 284 unexcused absences in May 1953, according to F. Vesely, a worker in Sector 320.(34)

CLOTHING INDUSTRYOdevne Zavody (Clothing Factories), Presov, Slovakia

According to the directors of the Michal Kozar Division, high absenteeism was responsible for failure to fulfill the plan and for the production of poor-quality material. Nine workers failed to work their shifts on 2 May 1953. Inexperienced workers had to be substituted, and produced work of lower quality.(48)

Zavod Mieru Textile Factory, Bratislava, Slovakia

Kumor, secretary of the factory council, stated that "some of the workers are as flighty as swallows; no sooner do they warm themselves than they are gone." The majority are young people who came to the factory recently from administrative offices and have not adjusted to the problems and life of an industrial factory. Some of the best workers are in the spinning-mill division, but nonetheless the division has a 40-percent rate of absenteeism. During a 10-minute meeting called by the workers of this division, it was decided to visit the homes of workers who missed their shifts.(19)

Textiliana 08, Machnin

K. Krystufek, foreman in the plant, stated that, although the plant council agreed to reduce absenteeism to 6 percent, absenteeism actually rose to 16 percent in April 1953 and the plan fulfillment dropped 10 percent.

Excessive absenteeism in the plant is due to the lack of a health service. Workers must visit the doctor in Straza nad Nisou, whose office hours are from 1100 to 1400 hours. The plant allows the worker only 2 hours and he must make up the remainder of the time. This is not always possible because the machines are not always available, which causes more unaccountable absentee time.(7)

Makyta Zavod (Clothing Factory), Puchov, Slovakia

Absenteeism is being lowered by restricting the amount of free time that the factory has permitted workers in the past.(37)

Modeta (Clothing Factory), Jihlava

The assembly line is frequently interrupted because of an 18-percent absenteeism. Communists discuss the high percentage at their meetings but do nothing about it.(11)

HEAVY INDUSTRYStalingrad Ironworks, Mistek

Despite all efforts of the enterprise council, absenteeism and labor fluctuation have reached such proportions that the time missed represents a loss of 286,000 tons of products, or the equivalent of the vacation of 620 employees.

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The council recommends that for every unexcused absence the offender be publicly reprimanded at the usual 10-minute plant conference.(11)

Vitkovice Ironworks, Ostrava

In May 1953, there were 154 absences per day without a valid excuse. An average of 115 workers each day were on so-called leave without pay. Thus, the absentee percentage for May amounted to 17.28 percent, 3 percent higher than in January 1953, and almost 2 percent higher than the comparable average for 1952.(15)

V. M. Molotov Ironworks, Trinec

A check of 35 "sick" absentees revealed that 16 were repairing their homes, working in the fields, or even chopping down trees.(2)

Gustav Klimont Plant, Chomutov

The workers said that, if it were not for individuals who failed to understand the meaning of work discipline, the plant could have surpassed the plan and produced additional material valued at 4.5 million crowns.(12)

Klement Gottwald Ironworks, Kuncice

The blast furnaces and the supply division have the highest rate of absenteeism and labor fluctuation. Absenteeism at the blast furnaces amounted to 1,956 shifts during the first 4 months of 1953.(2)

Kralodvorske Zelezarny (Kraluv Dvur Ironworks) Kraluv Dvur

Absenteeism cost the rolling mill alone about 800,000 crowns' worth of sheet metal. Jaroslav Lehovec has been absent at least 2 or 3 days per month, without an excuse or a penalty.(38)

CFD (Ceskomoravska Kolben-Danek)-Stalingrad, Prague Vysocany

Absenteeism during the first 4 months of 1953 amounted to 16.3 percent, of which 1.2 percent was unexcused.(36)

Stalingrad [probably same plant as above]

Absenteeism, caused mainly by those who miss work for several days without excuse, has reached 23 percent in the smelting division alone. Zdenek Albrecht, a 19-year-old smelter, became ill recently and failed to report for work for several days. He also failed to report to a physician. A visiting committee was unable to find him at home, which means that Albrecht's "illness" was only imaginary. Warnings and a fine of 700 crowns imposed by the ONV have had no effect on him.

Young Frantisek Prochazka, a machine molder, has missed 90 days of work in 1953 without an excuse. Some idlers use their "sickness" for the sole purpose of obtaining benefits which are reserved for honest workers. The CKD plant has many workers who are continually ill and who habitually become sick after payday or after issuance of ration coupons, near the end of the week, before holidays, and on Mondays.

High absenteeism in the smelting division results in great damage. Prochazka, because of his illness, deprived Czechoslovak heavy industry of at least 161.2 tons of finished castings. However, the damage cannot be measured in tons alone. If an employee does not report for work, his place must be taken by someone else. Thus, skilled workers must often be transferred to unskilled jobs, and this results in an even greater disruption of the plan.(19)

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CONFIDENTIALCKD-Dukla, Prague-Karlin

In May 1953, absenteeism reached 9.71 percent. The time lost could have been used for the building of three steam boiler aggregates which could produce 20,000 kilowatts, or of 90 two-room housing units, complete with furniture.(34)

Stavomontaz, Pardubice

J. Bousa, president of the enterprise council, said that failure to fulfill the plan during the first part of 1953 was due almost entirely to absenteeism. During the first quarter, the plan was fulfilled only 81.1 percent; during April, 95 percent. Absenteeism during the first quarter averaged 9.5 percent, and reached 9.85 percent during April.

The results were equally unsatisfactory in the production section of the plant. The plan was fulfilled only 84.3 percent during the first quarter, and only 76.8 percent in April. Material shortages cannot be blamed for all of this, since absenteeism averaged 8 percent for the period [the first quarter].

The plant has pilloried those who are continually absent and those who do poor work. Some workers fail to appreciate the importance of the provisions made to ensure work discipline.

At a plant conference, one of the fitters criticized the establishment of a punch-card system at the Dukla housing construction as capitalistic. Comrade Denik and his crew were sent to the Semtin Plant. They arrived at the site but then left, stating that nothing was ready for them to work on. Because the crew consists of young men who otherwise work well, they were not punished, but the time they missed had to be made up after normal working hours and on Sunday.

Comrade Racek, a fitter, took time off without making arrangements with either the foreman or manager. He was unconcerned over the manpower shortage in the plant and spent his time with equally irresponsible people near the hotels in Liberec. At first, it was intended to make an example of him by prosecuting him. Because of his youth, however, he was given another chance and, for punishment, was deprived of all his vacation time and his bonus. Unless he mends his ways he will be prosecuted. It was decided that any other instances of absence without leave would be treated with increasing severity.(39)

Jihlava Slevaryny Bohumira Smerala (Bohumir Smeral United Foundries), Brno

Absenteeism for April 1953 amounted to 11.5 percent. Jan Prochazka, from Miletovice, is too ill to work, but was found to be repairing an automobile at home. Josef Jedlicka, lathe operator from Borkovany, has missed work since 18 May without offering any excuse. Josef Ruzicka, crane operator, has not been to work since 15 April.(31)

Kovohut, Istebne, Orava, Slovakia

Vincent Martinusek from Terehova, father of two children, has missed 54 shifts since 1 January 1953. According to the old rate of exchange, he lost a minimum of 12,000 crowns. Twenty-year-old Jozef Hurcek has missed 40 unexcused shifts in 1953.(37)

Klement Gottwald Plants, Povazska Bystrica, Slovakia

One day, about 430 workers reported for work between 0600 and 0700 hours, although the shift should have begun at 0600 hours.(21)

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CONFIDENTIALJ. V. Stalin Plant, Turciansky Svätý Martin, Slovakia

The plant helps to lower absenteeism by showing greater concern for women workers. Arrangements have been made to give women an opportunity to do their shopping in the plant store. The plant has declared July 1953 as the "Month of Battle Against Absenteeism." (37)

Unjustified absenteeism amounted to 8.01 percent during the first half of 1953. A total of 54,316 shifts were missed, representing a loss of 9 million crowns in new currency. (40)

Unicov Machine Shops, Olomouc

All notorious slackers are pilloried on the daily bulletin board. Frantisek Hnoupka missed 60 shifts since the beginning of 1953, more than any other worker. Others who missed shifts were Zdenek Holous and Antonin Vrana. (22)

Strojárne (Machine Building Factories), Piesok, Slovakia

Absenteeism in 1952 amounted to 3,823 shifts, and thus far 1 July 1953 1,557 shifts have been missed in 1953. The factory has been surpassing its plan and workers such as Slabej, Moncol, and Ference Libic are even surpassing their norms. Others, such as Anton Vabec, Julia Babikova, Jozef Vinc, and Sabo, are missing shifts, however. These four missed 131 unauthorized shifts since the beginning of 1953. (26)

Zavody Presneho Strojirenstvi (Precision Machine Shops), Gottwaldov

In May 1953, 172 workers were tardy, resulting in a loss of 145 hours of work time. In June, 186 workers were tardy in 18 working days, resulting in a loss of 195 work hours. During 1952, 970 new employees entered the plant and 1,055 persons left. Thus far in 1953, 131 new employees have been hired and 304 have left. (30)

Prvni Brnenska Strojirna (First Brno Machine Shop)

J. Sova, Rude Pravo correspondent in the plant, writes that there were 632 shifts missed in April 1953 alone. A number of the absentees are repeaters, such as B. Vystreil, who missed 26 shifts in 7 months without an excuse. M. Berger missed 13 shifts in one year, and J. Pelikan was absent 9 times thus far in 1953. The plant council is guilty of negligence, since it has not clamped down on these repeaters. (7)

Presna Mechanika (Precision Engineering Plant), Stara Tura, Slovakia

Many workers report for work late and leave early. Ludovit Vreba, an outstanding grinder who has promised to increase his own production 210 percent, told the workers during a 10-minute meeting that they were robbing the state. (41)

Zavod Tazkeho Strojirenstva (Heavy Machine Building Plant), Hlinik

Absenteeism has reached 18-20 percent, and is the main reason that the plan for the first quarter of 1953 was fulfilled only 89.44 percent. A total of 3,792 shifts, representing more than 30,000 man-hours were missed during the first quarter of 1953. (26)

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MISCELLANEOUS INDUSTRIES

Dinaska Brick Plant, Banska Bela, Slovakia

The plant owes the steel mills 357 tons of refractory brick for open-hearth furnaces since starting production. Plan fulfillment is important because the plant also delivers refractory brick for the steel mills of certain people's democracies. A 10-percent recorded absenteeism and faulty production are responsible for the difficulties. The party organization and the Communist leadership simply disregard criticism and fail to eliminate unnecessary shortages. (41)

Cementove (Cement Plant), Horna Srnie, Slovakia

At the beginning of 1953, the plant owed 1,800 carloads of cement to the construction industry.

Disruption of state discipline was one of the main reasons for nonfulfillment of the 1952 production plan. Daily 10-minute talks on working discipline are being given to workers, with considerable attention being paid to habitual absentees. The plant management and a committee of the ROH summoned violators for private consultations, often with good results. The situation has shown a marked improvement, with the Red Star being awarded to the plant on 1 April for fulfillment of the present plan. To date, 770 carloads of cement have been delivered on the unfulfilled portion of the plan and, by the end of 1953, 211 more carloads will be shipped. Meanwhile, the plan will continue to be fulfilled 100 percent. Improper handling of machinery contributes greatly to production difficulties. (41)

Komarno Shipyards, Slovakia

Since the beginning of 1953, certain employees have squandered 215,000 work hours. During this time it would have been possible to build two river tugs for the great Communist projects in the Soviet Union. The workers in the Komarno Shipyards have pledged to deal unmercifully with cases of dishonest work in the future. (40)

Bratislava Kablo Factory, Bratislava, Slovakia

The factory management, in close cooperation with mass organizations and supervisors, established a four-man commission to make a daily check on people arriving at work and to ascertain the reasons why certain workers missed work. Absentees will be called in for consultation. Absenteeism and tardiness decreased during the first month of operation of the commission. Absenteeism for the whole plant amounted to 327 working days from 20 April to 20 May 1953, and was decreased by 64 days or 19.5 percent from 20 May to 20 June 1953. The commission also investigated every request for termination of employment and concluded that labor fluctuation in the plant is at a minimum. Sixteen workers left between 23 May and 13 June, two left during the next 10 working days, and none during the following 10 days. (40)

Kablo Enterprise, Kladno

Absenteeism amounted to 146 unexcused shifts in September 1952, 75 in October 1952, 29 in November 1952, and only 10 in March 1953. However, absenteeism rose again in April because the old shirkers were unwilling to give up their habits. A blackboard has been set up at the enterprise on which the names of shirkers such as Antonin Bauer and Josef Skalil appear. The enterprise council is using the public-address system of the town to publicize the

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names of shirkers and has asked schools, where the shirkers have children, to do the same. Otakar Novak is manager of the enterprise council.(2)

Julius Fucik Plant of the Tesla Enterprise, Prague-Hloubetin

Referring to the great amount of tardiness in the plant, foreman Svoboda said that the new law on absenteeism and labor fluctuation was made to order for the plant. The men arrive at the gates on time and punch in at 0600 hours but do not actually begin working until 20 minutes after the whistle. Lunch takes 40 minutes instead of 20. During 14 working days in June 1953, 800 employees were tardy. In the time lost during the past 5 months because of loafing and absenteeism six new housing units could have been built or over 560 tons of material could have been produced.(38)

ZKJ. [unidentified], Klasterec nad Ohri

A. Benc writes that 974 shifts, or 7,792 man-hours were missed (with no excuse offered) during the first quarter of 1953. Approximately 1.5 million crowns' worth of products could have been produced in the time lost.

Josef Kunc, a typical absentee, remained away 64 hours in April without excuse. Zdenka Novotna (unmarried) remained away 46 hours in April, and Kveta Malinova missed 200 hours in April.(31)

Magnezitove Hutni a Banske Zavody Cervenej Hviezdy (Red Star Magnesite Works), Kosice, Slovakia

The plan is being fulfilled. Unjustified absenteeism is relatively low, amounting to only 0.55 percent for the first half of 1953. While this is a comparatively low percentage, it still means that thousands of hours and thousands of tons of ore were lost to the national economy. A relatively large percentage of the absenteeism has been caused by illness. A central dispensary will be established at the enterprise and the director of the enterprise and the president of the National Insurance Commission will check on the sick (26)

Korda Plant, Litvinov

Antonin Martinovsky reported that absenteeism has dropped since the names of absentees were listed on the bulletin board in March and April 1953.(22)

K. J. Voroshilov Plants, Dubnica nad Vahom, Slovakia

Labor fluctuation has decreased from 7.5 percent in January 1953 to 1.03 percent in April 1953. The fight against absenteeism is being carried to the family of the absentee through letters and personal contacts wherein the family is reminded of the loss it is suffering because of the absentee. Announcements over the public address system in the absentees' home city have also proven helpful. The master workers have become the nucleus of the fight against absenteeism.(37)

Hnilec River Hydroelectric Project

Jozef Slezak, project director, said that 665 absentees missed 16,474 shifts from January to May 1953. The absentees lost 658,960 crowns in wages. Turcek, a worker on the project, said that the project would be fulfilling its plan if it were not for absenteeism and labor fluctuation.

The workers said that frequent tardiness of buses, wage inequalities, and the late issuance of job sheets were responsible for absenteeism, and were discouraging even to the good workers, compelling them to seek other employment.(28)

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CONFIDENTIALKrpelany Hydroelectric Plant, Slovakia

Absenteeism amounts to more than 12 percent; if a more accurate record were kept, the percentage would be higher. During the first 4 months of 1953, 51,392 man-hours or 6,424 shifts were lost through absenteeism. Such absenteeism hinders fulfillment of the plan, which is being fulfilled only 62 percent. Absentees even gained advantages from the rationing system. However, now that rationing has been abolished and the monetary reform has been effected, absentees will feel the effect of such reforms. The monetary reform makes it possible to supply workers according to the quantity and quality of work accomplished. The reform provides new incentive for the worker to increase productivity. (44)

Gumon (Rubber Plant), Bratislava, Slovakia

Jozef Zalesak, president of the plant council, said that absenteeism in the plant is a great evil and that master workmen and managers of the various divisions should keep constant watch on the movements of their employees.

Time lost during lunch and the refreshment recesses will be eliminated by staggering the lunch period and bringing refreshments to the workers on the floor. The commission for work security of the plant council will thoroughly evaluate the causes of absenteeism. (28)

Communal Transportation Enterprise, Poprad, Slovakia

The enterprise transports workers from Ganovec to the manganese ore mines in Svabovce and Kisovec, but on 10 May, 1953, it failed to bring the night shift, resulting in 20 shifts or 150 man-hours remaining unfulfilled. The garage claimed that it could not locate the driver. A similar incident occurred 18 May and the garage stated that the chauffeur overslept. This is a frequent occurrence, especially on a Saturday or a Monday. (43)

Svit Plant, Gottwaldov

The chairman of the plant council states that absenteeism amount to only 6.2 percent, of which 2 percent represents unauthorized leave from 1 January to 30 April 1953. But the 2 percent means a loss of one million pairs of shoes. If this 2 percent were cut by half it would mean a gain equal to 200 employees, which would make up the manpower shortage under the present plan.

Fluctuation is much worse. In 1952, 5,000 employees left Svit while 2,700 new employees arrived. The figure includes some who left to go into heavy industry and women who married and moved to their husbands' domicile. The plant loudspeaker is used to pillory the habitually tardy and those who do not report for work. The plant council has made arrangements to photograph and publicly reprimand those who stand in front of the gates waiting for them to open at quitting time. (33)

Veseli State Farm, Klatovy

The eight-man tractor crew managed by Sytar is supposed to go to work at 0700 hours. However, during the spring the crew slept through about 800 work hours and thus missed an hour per day. Tractor men Prokos, Denk, and Manoli have been disgruntled since records of work done have been kept. The brigade leader also disliked the record keeping, and, wanting to keep on good terms with his workers, thought that an hour missed occasionally did not matter, since it would be made up during the day anyway. However, more than 20 hectares of potatoes remained unplanted in this district. (39)

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CONFIDENTIALMTS in Chrenov, Nitra Kraj, Slovakia

More than 19 percent of the tractors are undergoing repairs, making this station one of the worst offenders in the kraj. Almost all the breakdowns stem from the lack of work discipline and improper handling of machinery.

A bulletin board of shame will be set up to keep track of absentees, idlers, and those who leave their machines without reason or are tardy for work.(44)

Bratislava Kraj

Absenteeism during the first quarter of 1953 amounted to 245,699 man-hours, representing a monetary loss of 30 million crowns.(26)

Ostrava Region

Absenteeism amounts to 2,600 persons daily.(2)

Zilina Kraj

Absenteeism during the first 3 months of 1953 amounted to 75,00 shifts. The loss is the same as if an entire plant in the kraj were to stop production for one month.(28)

During a conference of trade unionists, it was stated that plants in the kraj fulfilled the plan 90.9 percent in the first quarter of 1953. In April, the plan was fulfilled 98.7 percent; in May, 93.2 percent; and from 1 January 1953, only 91.3 percent.

One reason for the failure to fulfill the plan is insufficient utilization of machinery and work time. Losses due to absenteeism in 1952 amounted to 238,966 hours. In 1953, this total increased by 73,278 hours. Throughout the kraj there has been a failure to adopt and publicize improved work techniques developed by outstanding workers.

Absentees in the kraj lost approximately 15 million crowns in wages during April. Abuse of authorized recesses and free time in the kraj amounted to an estimated loss of 15,975 workdays, considered as absenteeism, during each month, or the equivalent of the work of about 600 workers. The amount of authorized free time is being sharply curtailed.(37)

APPENDIX A

LAW ON MEASURES TO COMBAT ABSENTEEISM AND LABOR FLUCTUATION

[The following is the full text of Law No 57, on Measures to Combat Absenteeism and Labor Fluctuation. The law was adopted on 3 June 1953, was published in Sbirka Zakonu (Collection of Laws) on 30 June 1953, and became effective 1 July 1953. The law was signed by President Antonin Zapotocky, Prime Minister Vilam Siroky, and 40 other members of the Czechoslovak government.]

Section 1

1. Most Czechoslovak workers fulfill their obligations honestly and conscientiously. However, their efforts are hampered by the inconsiderate actions of some individuals and by poor work discipline, which cause great damage to the

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national economy and to the state. It is therefore necessary to increase the responsibility of leading workers for the maintenance of firm work discipline and to introduce more stringent measures against individuals who damage the results of the efforts of the workers of Czechoslovakia.

2. For the purposes of this act, enterprises shall be understood to mean national, communal, and cooperative enterprises, foreign-trade enterprises, state enterprises, offices and organs of state administration, national committees, and other socialist and legal entities, including associations and installations.

Provisions Against FluctuationSection 2

1. An employee of an enterprise may terminate his employment, with or without giving notice, only with the permission of the director of the enterprise, if the employment has not been negotiated for a specific contractual period. The same provision applies to the termination of employment which has been negotiated for a specific contractual period, prior to the expiration of such period.

2. The director of an enterprise is required to grant permission for the termination of employment under the following conditions:

a. Where an employee is unable to perform the duties for which he contracted without seriously endangering life or limb; where his state of health prohibits such performance; and where it is impossible to find other gainful employment for him within the enterprise, even following prior training.

b. Where an employee enters a status where termination of employment entitles him to claim old-age compensation, according to regulations governing income insurance.

c. Where an employee has been admitted to a vocational training school or university as a student.

d. Where an employee wishes to follow the head of his family who has moved his domicile.

e. Where an employee is pregnant or is a mother caring for at least one child under 15 years of age and has important reasons for wishing to terminate her employment.

f. Where an enterprise has violated a basic obligation of the employment agreement, entered into with the employee.

g. Where an employee assumes public office and his duties may interfere with his regular employment.

Section 3

1. The director of an enterprise may terminate the employment of an employee under the following circumstances:

a. Where production is being halted, or the enterprise is reorganizing its work, or where the enterprise is called on to release an employee pursuant to the state plan of economic development or by order of superior authority.

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- b. Where it can be shown that an employee is incapable of performing the duties for which he contracted, and where he cannot be otherwise gainfully employed within the enterprise, even following prior training.
- c. Where an employee is consistently and arbitrarily violating the obligations he assumed under the employment agreement.
- d. Where an employee is under legal sentence to the loss of civil liberties, or is legally ordered to cease and desist in the activities for which he contracted in his employment agreement.
- e. Where an employee is legally punished for a felony or misdemeanor committed in direct connection with his employment, or where he spends more than 2 months in custody or prison.

2. In cases listed in paragraphs 1 c and 1 e above, the director of an enterprise may terminate the employment of an employee without prior notice; in other cases, prior notice must be given.

3. The provisions of Section 114 of the National Insurance Act remain unchanged.

Section 4

An employment agreement may be negotiated for a specific contractual period only with employees obtained through organized recruiting campaigns, or with employees hired for seasonal work.

Section 5

1. Termination of employment by an employee, without permission of the director of an enterprise, as provided for in Section 2 of this Act, shall constitute an arbitrary departure from employment.

2. The director of an enterprise is obligated to report every arbitrary departure from employment to the office of the prosecutor.

Provisions Against AbsenteeismSection 6

1. Only the director of an enterprise or a person duly authorized by him may excuse the absence of an employee.

2. At a later date the government will announce the specific circumstances under which the director of an enterprise, or a person duly authorized by him, may excuse the absence of an employee, as suggested by the unified trade-union organization.

Section 7

1. An employee who absents himself during working time without being properly excused shall be subject to reprimand, provided he is not liable to punishment under Section 10 of this Act.

2. The types of reprimand to be used are as follows:

- a. Rebuke

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b. Public rebuke

c. Temporary transfer to another, less remunerative position, for a period not exceeding 3 months.

3. The above types of reprimand are for use by the director of an enterprise. An employee must be granted a hearing in every case.

Section 8

1. Insignificant offenses are not subject to reprimand, but will be brought to the attention of the employee by the director of an enterprise and the employee will be warned.

2. A rebuke shall be used where an employee has missed one working day in a calendar year without proper excuse; or in cases listed in paragraph 1 above where no satisfactory arrangement has been reached.

3. A public rebuke shall be used in cases where an employee has missed 2 consecutive working days in a calendar year, or in cases where a rebuke has not produced satisfactory results.

4. A temporary transfer to another less remunerative position shall be used in cases where an employee has missed 3 consecutive working days in a calendar year, or where a public rebuke has not produced satisfactory results.

5. Prior to their application, the procedures for reprimanding shall be arranged between the director of the enterprise and the pertinent enterprise organ of the unified trade-union organization.

6. Within 8 days after its imposition, an employee may appeal a reprimand to the nearest superior organ of the pertinent federation of the unified trade-union organization.

Section 9

The director of an enterprise must immediately report serious cases of unexcused absence to the office of the prosecutor, particularly in cases where an employee has missed 4 consecutive working days in a calendar year.

Criminal ProvisionsSection 10

1. The dismissal of an employee by the director of an enterprise for reasons other than those outlined in Section 3 of this Act, and a director's failure to fulfill the obligation to report employees provided for in Section 5, paragraph 2, and Section 9 of this Act, shall be construed to be acts which threaten the unified economic plan. Such acts shall be punished according to Section 135 of the Criminal Code, provided the offense is not punishable by a more stringent statute.

2. Arbitrary termination of employment by an employee and serious cases of unexcused absenteeism during working time are punishable according to the same statute [Section 135 of the Criminal Code]. Where the past record of the accused merits such consideration, the corrective measures provided for in Section 37 of the Criminal Code may be applied, and constitute a work assignment at a lower rate of remuneration and without the normal advantages due an employee under his employment agreement, to run for a period determined by the sentence.

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- b. Public rebuke
- c. Temporary transfer to another, less remunerative position, for a period not exceeding 3 months.
- 3. The above types of reprimand are for use by the director of an enterprise. An employee must be granted a hearing in every case.

Section 8

- 1. Insignificant offenses are not subject to reprimand, but will be brought to the attention of the employee by the director of an enterprise and the employee will be warned.
- 2. A rebuke shall be used where an employee has missed one working day in a calendar year without proper excuse; or in cases listed in paragraph 1 above where no satisfactory arrangement has been reached.
- 3. A public rebuke shall be used in cases where an employee has missed 2 consecutive working days in a calendar year, or in cases where a rebuke has not produced satisfactory results.
- 4. A temporary transfer to another less remunerative position shall be used in cases where an employee has missed 3 consecutive working days in a calendar year, or where a public rebuke has not produced satisfactory results.
- 5. Prior to their application, the procedures for reprimanding shall be arranged between the director of the enterprise and the pertinent enterprise organ of the unified trade-union organization.
- 6. Within 8 days after its imposition, an employee may appeal a reprimand to the nearest superior organ of the pertinent federation of the unified trade-union organization.

Section 9

The director of an enterprise must immediately report serious cases of unexcused absence to the office of the prosecutor, particularly in cases where an employee has missed 4 consecutive working days in a calendar year.

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- 1. The dismissal of an employee by the director of an enterprise for reasons other than those outlined in Section 3 of this Act, and a director's failure to fulfill the obligation to report /employees/ provided for in Section 5, paragraph 2, and Section 9 of this Act, shall be construed to be acts which threaten the unified economic plan. Such acts shall be punished according to Section 135 of the Criminal Code, provided the offense is not punishable by a more stringent statute.
- 2. Arbitrary termination of employment by an employee and serious cases of unexcused absenteeism during working time are punishable according to the same statute /Section 135 of the Criminal Code/. Where the past record of the accused merits such consideration, the corrective measures provided for in Section 37 of the Criminal Code may be applied, and constitute a work assignment at a lower rate of remuneration and without the normal advantages due an employee under his employment agreement, to run for a period determined by the sentence.

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Concluding ProvisionsSection 11

1. Regulations governing termination of employment by notice or breach of contract prior to expiration of the contractual time limit, with the exception of regulations governing the length of the period of notice required, are not valid for terminating the employment of employees subject to this Act.

2. Regulations governing termination of employment of directors (administrators) of national, communal, state, and foreign-trade enterprises are not affected by this Act.

3. Regulations governing the cooperation of enterprises organs of the unified trade-union organization in questions of termination of employment are not affected by this Act.

4. The provisions of Decree No 88/1945 Sb. (Collection of Laws), providing for a universal working obligation, are rescinded, where such provisions require approval of the Okres National Committee in order to terminate employment.

Section 12

This law becomes effective 1 July 1953 and shall be implemented by all members of the government.(45)

APPENDIX B

RESOLUTION ON ABSENTEEISM AND LABOR FLUCTUATION ADOPTED BY URO LEADERSHIP

The following is the text of a resolution adopted by leading members of the URO at a meeting held on 6 July 1953. The resolution was published in the 7 July 1953 issue of Rude Pravo, on page 2.

The leadership of the URO has evaluated the first results of the recent monetary reform and the abolishment of the rationing system and has concluded that the working class and the majority of Czechoslovak workers understand the meaning of the resolution of the government and the party [introduction of monetary reform]. The workers understand that a further growth of their cultural and material level is firmly in the hands of the workers in cities and villages, and that the continued general growth of the Czechoslovak economy depends on the timely and accurate fulfillment of planned tasks.

Consequently, the overwhelming majority of workers, under the leadership of the trade-union organization, still more resolutely develop socialist competition, in order to fulfill and exceed the goals set forth in the 5th year of the Five-Year Plan. Czechoslovak workers are constantly more aware of the need to remove all drawbacks to production; they are aware of the need to remove all shortcomings which thus far are hampering the forward movement, in order that socialism may thrive in Czechoslovakia.

Following the strict measures introduced into the Czechoslovak economy, and following the proclamation of the URO, published on 13 May 1953, Czechoslovak workers have taken up with increased vigor, the fight against unauthorized absenteeism and labor fluctuation. Under the leadership of their revolutionary trade-union organization, the working people have achieved the first results in their fight against absenteeism and labor fluctuation.

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The leadership of the URO admits, in the spirit of self-criticism, that the trade-union organs, both central organs and those in federations and individual enterprises, did not devote sufficient attention to problems of work discipline, as required for the correct solution of these problems.

The recent campaign approved by honest workers, against the violators of work discipline showed all functionaries how much the trade-union organizations had neglected this field of activity.

The leadership of the URO notes that the efforts of workers against absenteeism and labor fluctuation prove that the working class is capable, without prosecution and court action, of introducing voluntary and firm work discipline in Czechoslovak enterprises.

The leadership of the URO, basing its case on this attitude of the Czechoslovak working people in cities and in the country, now turns to the government of Czechoslovakia and requests that this attitude be evaluated by the government. The leadership of the URO suggests rescission of that part of the 3 June 1953 government law which stipulates that cases of disruption of work discipline are to be handed over to the prosecutors and courts for action.

The leadership of the URO assures the government that the trade-union organizations and thousands of Czechoslovak officials will do everything to expand still further the convincing campaign against absenteeism and labor fluctuation, in order that work discipline not be violated by individuals in opposition to the interests of the majority.

The leadership of the URO, on the basis of the conscientious attitude of the majority of the working people in cities and in the country, assures the government that the trade-union organizations voluntarily assume full responsibility for eliminating unauthorized absenteeism and labor fluctuation. (46)

APPENDIX C

GOVERNMENT REPLY TO URO RESOLUTION

The following is the text of the Czechoslovak government's reply to the URO resolution (see Appendix B). The reply was published in the 7 July 1953 issue of Rude Pravo immediately under the URO resolution.

At the request of the URO, a meeting of the government presidium was called on 6 July 1953 to discuss the URO resolution of 6 July 1953. The government noted with satisfaction the efforts of Czechoslovak working people to build new socialist work discipline and accepted the assurance of the leadership of the URO that the trade-union organization would do everything to expand still further the convincing campaign against absenteeism and labor fluctuation, a campaign to insure that work discipline is not violated by individuals against the interests of the majority, and that work discipline is maintained conscientiously by all workers.

The fact that the Revolutionary Trade-Union Movement, of its own accord, fully accepts the responsibility for eliminating unauthorized absenteeism and labor fluctuation points to the high standard of conscientiousness of the Czechoslovak working class and the other working people. The government is

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convinced that the Czechoslovak working class is capable of dealing effectively with breaches of work discipline. Consequently, it has rescinded, on the suggestion of the leadership of the URO, the government law on measures against absenteeism and labor fluctuation. It will now be up to all workers, trade-union organizations, and factory managements, to see that a conscientious work discipline becomes a guarantee for the development of the Czechoslovak economy.(46)

APPENDIX C

TEST OF LAW RESCINDING
LAW ON MEASURES TO COMBAT ABSENTEEISM AND LABOR FLUCTUATION

[The following is the full text of Law No 59, rescinding Law No 52, Measures to Combat Absenteeism and Labor Fluctuation, which became effective 1 July 1953. The rescission appeared in the 22 July 1953 issue of Sbirka Zakonu; it was dated 6 July 1953, and became effective 1 July 1953, the effective date of the law which it rescinds. The law was signed by President Antonin Zapotocky, Prime Minister Viliam Siroky, and 40 other members of the Czechoslovak government.]

With the approval of the president of the republic and based on Section 42, Paragraph 1, of Law No 241/1948 Sb., dealing with the first 5-year economic plan for development of the Czechoslovak Republic, the government of the Czechoslovak Republic hereby orders the following:

Section 1

The development of socialism in Czechoslovakia, which, through constant increase in production, insures a lasting improvement in the well-being of each worker, is the sole responsibility and the direct interest of the Czechoslovak working men and the working class. Czechoslovak workers have recently proved that they have grasped the importance of the struggle against absenteeism and fluctuation and that they are capable, on their own, of fostering the development of a conscientious work discipline, supported by their own Communist Party, the Revolutionary Trade-Union Movement, and the Czechoslovak Federation of Youth.

Consequently, the government rescinds its law, dated 3 June 1953, which deals with measures to combat absenteeism and fluctuation.

Section 2

This law becomes effective 1 July 1953 and is to be implemented by all members of the government.(47)

SOURCES

1. Prague, Rude Pravo, 15 Apr 53
2. Prague, Prace, 23 May 53
3. Rude Pravo, 20 May 53
4. Prace, 21 May 53

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5. Prague, Prace, 22 May 53
6. Prague, Lesy a Drevarsky Prumysl, 22 May 53
7. Rude Pravo, 22 May 53
8. Ibid., 27 May 53
9. Ibid., 14 May 53
10. Ibid., 15 May 53
11. Ibid., 28 May 53
12. Bratislava, Praca, 30 May 53
13. Rude Pravo, 20 Jun 53
14. Ibid., 18 May 53
15. Ibid., 25 June 53
16. Prace, 30 Jun 53
17. Bratislava, Pravda, 14 May 53
18. Prace, 13 May 53
19. Praca, 20 May 53
20. Prace, 26 May 53
21. Praca, 29 May 53
22. Rude Pravo, 30 May 53
23. Ibid., 30 Jun 53
24. Pravda, 30 Jun 53
25. Praca, 1 Jul 53
26. Pravda, 1 Jul 53
27. Rude Pravo, 16 May 53
28. Pravda, 2 Jul 53
29. Prace, 28 May 53
30. Rude Pravo, 29 Jun 53
31. Ibid., 25 May 53
32. Prague, Mlada Fronta, 1 Jul 53
33. Rude Pravo, 9 Jun 53
34. Ibid., 2 Jul 53

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- 35. Prague, Rude Pravo, 10 June 53
- 36. Mlada Fronta, 30 Jun 53
- 37. Praca, 23 June 53
- 38. Rude Pravo, 1 Jul 53
- 39. Ibid., 23 May 53
- 40. Pravda, 4 Jul 53
- 41. Ibid., 26 Jun 53
- 42. Ibid., 5 Jun 53
- 43. Ibid., 6 Jun 53
- 44. Ibid., 27 May 53
- 45. Prague, Sbirka Zakonu, 30 Jun 53
- 46. Rude Pravo, 7 Jul 53
- 47. Sbirka Zakonu, 22 Jul 53
- 48. Bratislava, L'ud, 2 Jul 53

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